## 2013 CITY OF SAN JOSE – AMSP NEGOTIATIONS TENTATIVE AGREEMENT

## UNION PROPOSAL #10 - MANAGEMENT PERFORMANCE PROGRAM

Proposed Language:

## (X) MANAGEMENT PERFORMANCE PROGRAM

Employees represented by AMSP, IFPTE Local 21 are covered under the Management Performance Program, Section 3.3.2 of the City Policy Manual. Employees are eligible for performance-based pay increases as outlined in the Management Performance Program, Section 3.3.2 of the City Policy Manual.

\* This agreement is considered tentative and shall not be considered final or binding until a final agreement on all terms has been reached and both ratified by union members and approved by the City Council.

FOR THE CITY:

Alex Gurza

Deputy City Manager

Date

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FOR THE UNION:

Dale Dapp

President<sup>-</sup>

AMSP, IFPTE, Local 21

Mike Seville

Business Agent

IFPTE, Local 21